

NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

2008 Annual Employee Survey Results

Public Law requires Federal agencies to administer an Annual Employee Survey (AES) every year and post the results for access by their workforce. The Office of Personnel Management (OPM) regulates the content and sampling for this survey. In 2008, OPM administered the Federal Human Capital Survey (FHCS) across the Federal Government that included all the items required for the AES. Following are NASA's 2008 results and analysis of all AES and FHCS items.

1. Interpretation and action on the results

Since 2002, NASA has participated in the FHCS to gauge the attitudes and impressions of employees in critical areas related to their work experience and various programs considered to be critical to effective human capital management. We have done very well on these surveys, and our 2008 results released last month show the highest results we've had in 6 years with 40 of the 74 items (54%) increasing by one or more percentage points (statistically significant). Only three items statistically decreased since 2006.

This is a compliment to everyone in the agency. It is attributable to our senior management who supported the development and implementation of progressive and effective human capital programs, and especially to the support of supervisors, managers and employees for participating in human resources surveys, benchmarking activities, focus groups and pilot programs that enable us to continue the improvement of our work and life at NASA.

Our steady progress on best-in-class human capital management practices is good news and a testament to the drive of NASA people to improve and move forward. Even with such positive results, we will continue identifying avenues for improvement and efficiency to further support NASA employees and managers.

Following is a summary of the latest results organized by the seven topics of questions in the survey. All rates are given in percent of positive responses (for example, those responding with 'strongly agree' or 'agree').

Personal Work Experiences (10 items)

- No statistical difference since 2006 in the overall score of 80% positive responses across all these items. However, this is the highest positive percent rate achieved in the last 6 years across the nine items used since the initial year of this survey in 2002. Item 7 was added to the survey in 2006.
- The Agency gained significantly in these key areas:
 - I recommend my organization as a good place to work. (Up 2% to 75%)
 - The people I work with cooperate to get the job done. (Up 1% to 91%)
 - I have enough information to do my job well. (Up 1% to 80%)
- Decreased on one item by 1.2% to 75%, "I feel encouraged to come up with new and better ways of doing things". In 2006, NASA ranked first in the Federal Government on this item and ranks among

the top three in the 2008 survey.

Recruitment, Development and Retention (11 items)

- Improved 1.7 percentage points to 71% across all these items since 2006. Moreover, this was the highest positive percent rate achieved since the survey was implemented in 2002.
- The Agency gained the greatest in these areas:
 - My work unit is able to recruit people with the right skills. (Up 6% to 52%)
 - The skill level in my work unit has improved in the past year. (Up 6% to 54%)
 - I have sufficient resources to get my job done. (Up 5% to 54%)
- Decreased on one item by 1.7% to 86%, “My supervisor supports my need to balance work and other life issues”. In 2006, NASA ranked first in the Federal Government on this item and ranks among the top three in the 2008 survey.

Performance Culture (14 items)

- Improved 2.7 percentage points to 60% across all these items since 2006. Moreover, the highest positive percent rate was achieved on nine of these items since the survey was implemented in 2002.
- The Agency gained significantly in these areas:
 - I am held accountable for achieving results (Up 4% to 87%)
 - Differences in performance are recognized in a meaningful way. (Up 5% to 43%)
 - Awards in my work unit depend on how well employees perform their jobs. (Up 4% to 59%)
 - Steps are taken to deal with a poor performer who cannot or will not improve. (Up 6% to 35%)
- No items decreased.

Leadership (11 items)

- Improved 1.9 percentage points to 66% across all these items since 2006. Moreover, the highest positive percent rate was achieved on six of these items since the survey was implemented in 2002.
- The Agency improved most significantly in these areas:
 - Leaders generate high levels of motivation and commitment in the workforce. (Up 4% to 53%)
 - I have a high level of respect for my organization’s senior leaders. (Up 4% to 62%)
 - Complaints, disputes or grievances are resolved fairly in my work unit. (Up 3% to 51%)
- No items statistically decreased.

Learning and Knowledge Management (7 items)

- Improved 1.8 percentage points to 78% across all these items since 2006. Moreover, this is the highest positive percent rate achieved since the initial year of this survey in 2002.
- The Agency improved most significantly in these areas:
 - Employees have electronic access to learning and training programs readily available at their desk. (Up 5% to 93%)
 - Employees in my work unit share knowledge with each other. (Up 2% to 80%)

- Managers promote communication among different work units. (Up 2% to 69%)
- No items statistically decreased.

Job Satisfaction (9 items)

- Improved 2 percentage points to 63% across all these items since 2006. All items, except satisfaction with pay, increased significantly since 2006 resulting in the highest positive percent rate achieved across these items since the initial year of this survey in 2002.
- The Agency gained significantly in these areas:
 - Satisfied with the training I receive for my present job. (Up 4% to 68%)
 - Satisfied with the policies and practices of my senior leaders. (Up 4% to 54%)
 - Satisfied with the information I receive from management on what's going on in my organization. (Up 2% to 60%)
- No items statistically decreased.

Satisfaction with Benefits (11 items)

- Improved 1.6 percentage points to 57% across all these items since 2006.
- The Agency gained most in these areas:
 - Satisfied with the flexible spending account (FSA) program. (Up 6% to 45%)
 - Satisfied with telework/telecommuting. (Up 7% to 37%)
- Decreased on one item by 2.3% to 63%, "Satisfied with alternative work schedules". In 2006, NASA ranked 14th in the Federal Government on this item. This is an area for analysis when the agency receives its center level results later this month, and additional action will be considered at that time.

2. How the survey was conducted

The 2008 FHCS was conducted online from August 1 until September 26, 2008. An invitation to participate in the survey was sent via e-mail to the Agency employees selected in the sample. The invitation included a link to the survey web site and a unique identification number and password to access the survey.

The required AES questions were interspersed with other questions based on the following question topics in the FHCS: *Personal Work Experiences; Recruitment, Development, and Retention; Performance Culture; Leadership; Learning; Job Satisfaction; and Satisfaction with Benefits.*

3. Description of sample

The sample employees selected for survey participation was taken from all full-time, permanent, non-seasonal employees who were employed by the Agency as of December 2007. The sample included all supervisory personnel across the Agency (that is, all supervisors, managers and executives), all other employees at four Centers (Dryden, Stennis, Glenn and Headquarters), and a representative random sample of non-supervisory employees at the other centers.

4. Number of employees surveyed, number responded, and representativeness of respondents

Of the sample of 9,594 employees, 4,375 employees responded for a response rate of 46%. This sample size

and response rate resulted in a 1% change being statistically significant.

The responses to all questions are weighted according to the number of respondents compared to the actual population proportions across selected demographics (that is, gender, race, supervisory status, age, and agency size) as provided in the Central Personnel Data File. Weighting eliminates over or under representation of a group in the survey results that may be a consequence of the sampling strategy or differential response rates.

5. Responses

Results by each response choice for all survey questions and demographic items are provided below.

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Personal Work Experiences (10 items)		Strongly Agree		Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Agree	Disagree	Disagree	Disagree	Judge		
*1. The people I work with cooperate to get the job done.	N	1,816	2,149	243	137	30	NA		4,375
	%	41.7	49.5	5.3	2.8	0.6	NA	91.3	100
*2. I am given a real opportunity to improve my skills in my organization.	N	1,463	1,933	532	328	119	NA		4,375
	%	33.5	44.6	12.4	6.9	2.6	NA	78.1	100
3. I have enough information to do my job well.	N	1,109	2,343	551	307	65	NA		4,375
	%	25.3	54.7	12.3	6.4	1.3	NA	80.1	100
4. I feel encouraged to come up with new and better ways of doing things.	N	1,515	1,740	588	392	140	NA		4,375
	%	34.3	40.8	13.5	8.3	3.1	NA	75.1	100
*5. My work gives me a feeling of personal accomplishment.	N	1,665	1,749	516	309	136	NA		4,375
	%	37.8	40.5	12.1	6.6	3.0	NA	78.3	100
*6. I like the kind of work I do.	N	1,886	1,774	467	181	67	NA		4,375
	%	42.7	40.8	11.1	4.0	1.5	NA	83.5	100
*7. I have trust and confidence in my supervisor.	N	1,561	1,595	621	342	256	NA		4,375
	%	36.6	36.6	14.0	7.6	5.2	NA	73.2	100
8. I recommend my organization as a good place to work.	N	1,556	1,658	645	317	199	NA		4,375
	%	36.1	38.7	14.4	6.8	4.0	NA	74.8	100
		Very Good	Good	Fair	Poor	Very Poor	Do Not Know/ No Basis to Judge	Percent Positive	Total
*9. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N	1,760	1,509	708	221	177	NA		4,375
	%	40.9	34.8	16.0	4.6	3.7	NA	75.6	100
10. How would you rate the overall quality of work done by your work group?	N	2,244	1,668	383	59	21	NA		4,375
	%	51.4	38.2	8.7	1.2	0.5	NA	89.7	100
Recruitment, Development and Retention (11 items)		Strongly Agree		Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
		Agree	Agree	Disagree	Disagree	Disagree	Judge		
*11. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N	1,068	2,467	479	281	55	25		4,375
	%	25.4	56.0	10.8	6.1	1.2	0.5	81.4	100
*12. My supervisor supports my need to balance work and other life issues.	N	2,089	1,618	396	142	110	20		4,375
	%	49.2	36.5	8.5	3.1	2.2	0.4	85.8	100
13. Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.	N	1,270	1,944	643	305	177	36		4,375
	%	29.6	44.5	14.8	6.4	3.9	0.8	74.1	100
*14. My work unit is able to recruit people with the right skills.	N	593	1,594	987	731	368	102		4,375
	%	13.9	38.1	22.6	15.5	7.4	2.6	52.0	100

* AES prescribed items.

Percentages are weighted to be representative of the Agency's population.

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		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
Recruitment, Development and Retention (continued)									
15. The skill level in my work unit has improved in the past year.	N	749	1,576	1,238	497	199	116		4,375
	%	17.2	37.2	27.6	10.9	4.3	2.8	54.4	100
16. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	544	1,675	776	937	422	21		4,375
	%	13.7	40.4	17.4	19.7	8.4	0.4	54.1	100
*17. My workload is reasonable.	N	501	2,104	757	722	281	10		4,375
	%	12.2	49.8	16.9	15.0	5.9	0.2	62.0	100
*18. My talents are used well in the workplace.	N	954	1,971	627	515	286	22		4,375
	%	21.6	45.5	14.5	11.6	6.3	0.4	67.2	100
*19. I know how my work relates to the agency's goals and priorities.	N	1,734	2,076	369	128	53	15		4,375
	%	38.7	48.4	8.5	3.0	1.0	0.4	87.1	100
*20. The work I do is important.	N	2,018	1,824	370	98	49	16		4,375
	%	45.3	42.5	8.5	2.2	1.1	0.4	87.7	100
*21. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	1,289	2,152	472	328	130	4		4,375
	%	29.3	49.5	10.9	7.4	2.9	0.1	78.7	100
Performance Culture (15 items)									
*22. Promotions in my work unit are based on merit.	N	614	1,603	928	607	435	188		4,375
	%	12.7	36.7	21.9	14.3	9.6	4.7	49.4	100
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N	286	1,269	1,172	795	465	388		4,375
	%	6.0	28.7	27.1	18.0	10.2	9.9	34.6	100
*24. Employees have a feeling of personal empowerment with respect to work processes.	N	560	1,990	1,006	529	211	79		4,375
	%	12.1	47.1	22.6	12.0	4.3	2.0	59.2	100
25. Employees are rewarded for providing high quality products and services to customers.	N	871	1,972	791	445	233	63		4,375
	%	19.6	45.8	18.2	10.0	4.8	1.5	65.4	100
*26. Creativity and innovation are rewarded.	N	779	1,864	947	476	239	70		4,375
	%	17.7	43.4	21.6	10.4	5.4	1.5	61.1	100
*27. Pay raises depend on how well employees perform their jobs.	N	333	1,166	1,188	917	527	244		4,375
	%	6.7	26.5	27.5	21.1	12.1	6.2	33.2	100
28. Awards in my work unit depend on how well employees perform their jobs.	N	723	1,877	772	495	336	172		4,375
	%	15.3	43.3	18.4	11.6	7.2	4.1	58.6	100
*29. In my work unit, differences in performance are recognized in a meaningful way.	N	445	1,457	1,208	702	346	217		4,375
	%	9.5	33.2	28.6	16.3	7.2	5.2	42.8	100
*30. My performance appraisal is a fair reflection of my performance.	N	1,132	2,042	628	333	216	24		4,375
	%	25.7	47.1	14.8	7.5	4.3	0.6	72.8	100
*31. Discussions with my supervisor/team leader about my performance are worthwhile.	N	1,027	1,828	803	421	267	29		4,375
	%	24.2	42.0	18.3	9.3	5.6	0.5	66.3	100

* AES prescribed items.

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		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
Performance Culture (continued)									
*32. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N	1,139	1,744	676	485	267	64	66.4	4,375
	%	25.8	40.5	15.5	10.9	5.8	1.4		100
33. I am held accountable for achieving results.	N	1,480	2,301	420	122	31	21	86.5	4,375
	%	33.0	53.5	9.6	2.9	0.6	0.4		100
34. Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.	N	1,159	1,785	815	195	104	317	66.6	4,375
	%	25.9	40.7	18.5	4.4	2.3	8.2		100
35. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	1,286	1,856	718	175	109	231	71.1	4,375
	%	28.1	43.0	16.2	3.9	2.6	6.3		100
*36. Managers/supervisors/team leaders work well with employees of different backgrounds.	N	1,332	2,025	560	205	123	130	77.0	4,375
	%	30.8	46.1	12.2	4.6	2.7	3.5		100
		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
Leadership (11 items)									
*37. I have a high level of respect for my organization's senior leaders.	N	979	1,661	852	525	342	16	61.9	4,375
	%	23.0	38.9	20.0	10.8	6.8	0.5		100
*38. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N	656	1,558	1,055	736	342	28	52.5	4,375
	%	15.2	37.3	23.8	15.9	7.0	0.7		100
39. My organization's leaders maintain high standards of honesty and integrity.	N	1,055	1,673	844	387	295	121	64.2	4,375
	%	24.4	39.8	19.1	7.8	6.1	2.8		100
*40. Managers communicate the goals and priorities of the organization.	N	817	2,049	831	452	197	29	66.6	4,375
	%	18.9	47.6	18.7	9.9	4.1	0.7		100
*41. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	739	1,999	915	372	142	208	63.3	4,375
	%	16.6	46.7	20.7	8.0	2.9	5.0		100
*42. Employees are protected from health and safety hazards on the job.	N	1,903	2,043	254	92	51	32	91.2	4,375
	%	44.3	46.9	5.3	1.7	1.0	0.8		100
*43. My organization has prepared employees for potential security threats.	N	1,188	2,212	630	196	57	92	77.1	4,375
	%	27.6	49.4	14.7	4.6	1.4	2.2		100
44. Complaints, disputes or grievances are resolved fairly in my work unit.	N	673	1,534	962	285	218	703	50.6	4,375
	%	14.8	35.8	22.0	5.9	4.5	17.0		100
45. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	1,059	1,568	784	336	285	343	60.5	4,375
	%	23.6	36.9	18.4	7.0	6.1	8.0		100
46. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerate	N	1,505	1,645	524	164	158	379	72.0	4,375
	%	34.1	37.9	11.6	3.8	3.2	9.3		100
47. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N	1,169	1,590	763	313	252	288	63.5	4,375
	%	26.3	37.2	17.5	6.8	5.4	6.8		100

* AES prescribed items.

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		Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Do Not Know/ No Basis to Judge	Percent Positive	Total
Learning (Knowledge Management) (7 items)									
48. Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.	N	712	2,199	824	430	169	41		4,375
	%	17.4	49.5	18.7	10.0	3.4	0.9	66.9	100
*49. Supervisors/team leaders in my work unit support employee development.	N	1,265	2,166	549	230	141	24		4,375
	%	29.3	49.7	12.5	4.9	3.0	0.6	79.0	100
50. Employees have electronic access to learning and training programs readily available at their desk.	N	1,979	2,079	214	57	20	26		4,375
	%	45.5	47.6	4.7	1.2	0.4	0.6	93.1	100
*51. My training needs are assessed.	N	872	1,915	930	486	136	36		4,375
	%	20.3	44.6	20.5	11.0	2.8	0.9	64.9	100
52. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	913	2,053	752	430	166	61		4,375
	%	20.6	47.9	17.7	9.1	3.4	1.3	68.5	100
53. Employees in my work unit share job knowledge with each other.	N	1,239	2,238	531	244	107	16		4,375
	%	28.8	51.5	12.0	5.1	2.2	0.3	80.3	100
54. Employees use information technology (for example, intranet, shared networks) to perform work.	N	2,063	2,036	192	40	17	27		4,375
	%	48.1	45.4	4.7	0.7	0.4	0.7	93.5	100
		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
Job Satisfaction (9 items)									
*55. How satisfied are you with your involvement in decisions that affect your work?	N	875	1,927	790	577	206	NA		4,375
	%	19.4	45.3	18.6	12.1	4.6	NA	64.8	100
*56. How satisfied are you with the information you receive from management on what's going on in your organization?	N	774	1,833	865	660	243	NA		4,375
	%	17.3	42.9	20.5	14.3	5.0	NA	60.2	100
*57. How satisfied are you with the recognition you receive for doing a good job?	N	1,040	1,698	798	572	267	NA		4,375
	%	23.3	39.6	18.8	12.4	5.8	NA	62.9	100
*58. How satisfied are you with the policies and practices of your senior leaders?	N	625	1,637	1,117	677	319	NA		4,375
	%	14.5	39.2	25.8	14.2	6.3	NA	53.6	100
*59. How satisfied are you with your opportunity to get a better job in your organization?	N	664	1,365	1,217	708	421	NA		4,375
	%	14.9	31.6	27.8	16.4	9.3	NA	46.5	100
*60. How satisfied are you with the training you receive for your present job?	N	884	2,064	937	349	141	NA		4,375
	%	20.2	48.0	20.9	7.8	3.1	NA	68.2	100
*61. Considering everything, how satisfied are you with your job?	N	1,290	1,928	600	413	144	NA		4,375
	%	29.7	44.7	13.6	8.9	3.1	NA	74.4	100
*62. Considering everything, how satisfied are you with your pay?	N	1,057	2,119	601	451	147	NA		4,375
	%	23.5	48.3	14.7	10.2	3.3	NA	71.8	100
63. Considering everything, how satisfied are you with your organization?	N	988	1,901	774	482	230	NA		4,375
	%	23.1	43.6	18.4	10.3	4.6	NA	66.8	100

* AES prescribed items.

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Satisfaction with Benefits (11 items)		Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Strongly Dissatisfied	Do Not Know/ No Basis to Judge	Percent Positive	Total
64. How satisfied are you with retirement benefits?	N	979	2,116	646	319	90	225		4,375
	%	21.8	48.6	14.9	7.4	1.9	5.3	70.4	100
65. How satisfied are you with health insurance benefits?	N	906	2,211	591	445	96	126		4,375
	%	21.2	49.9	13.5	10.6	2.1	2.7	71.1	100
66. How satisfied are you with life insurance benefits?	N	707	2,097	843	246	77	405		4,375
	%	16.3	47.8	18.9	5.6	1.6	9.8	64.1	100
67. How satisfied are you with long term care insurance benefits?	N	337	1,138	1,135	256	79	1,430		4,375
	%	7.7	26.2	25.3	5.5	1.9	33.5	33.9	100
68. How satisfied are you with the flexible spending account (FSA) program?	N	745	1,226	854	90	42	1,418		4,375
	%	16.6	28.3	19.0	2.2	0.9	33.0	44.9	100
69. How satisfied are you with paid vacation time?	N	2,272	1,862	168	60	13	NA		4,375
	%	51.4	43.0	3.8	1.5	0.4	NA	94.4	100
70. How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?	N	2,161	1,832	260	96	26	NA		4,375
	%	48.6	42.4	6.0	2.3	0.7	NA	91.0	100
71. How satisfied are you with child care subsidies?	N	124	218	887	86	51	3,009		4,375
	%	3.0	5.6	19.7	2.0	1.2	68.5	8.7	100
72. How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?	N	520	1,402	885	99	39	1,430		4,375
	%	11.6	32.1	19.8	2.5	0.8	33.2	43.7	100
73. How satisfied are you with telework/telecommuting?	N	638	1,046	744	340	228	1,379		4,375
	%	13.8	23.3	16.6	7.7	4.9	33.6	37.1	100
74. How satisfied are you with alternative work schedules?	N	1,147	1,620	578	173	102	755		4,375
	%	25.7	37.6	12.7	3.8	2.0	18.2	63.3	100

* AES prescribed items.

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75. Where do you work?	N	%
Headquarters	623	14.2
Field	3,752	85.8
Total	4,375	100
*76. What is your supervisory status?	N	%
Non-Supervisor	2,297	52.5
Team Leader	1,092	25.0
Supervisor	525	12.0
Manager	235	5.4
Executive	226	5.2
Total	4,375	100
*77. Are you:	N	%
Male	2,712	62.0
Female	1,663	38.0
Total	4,375	100
*78. Are you Hispanic or Latino?	N	%
Yes	259	5.9
No	4,116	94.1
Total	4,375	100
*79. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
American Indian or Alaska Native	39	0.9
Asian	225	5.3
Black or African American	473	11.1
Native Hawaiian or Other Pacific Islander	23	0.5
White	3,374	79.2
Two or more races	128	3.0
Total	4,262	100

* AES prescribed items.

Percentages for demographic items are not weighted.

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80. What is your age group?	N	%
25 and under	33	0.8
26-29	87	2.0
30-39	433	9.9
40-49	1,679	38.4
50-59	1,656	37.9
60 or older	487	11.1
Total	4,375	100

81. What is your pay category/grade?	N	%
Federal Wage System	8	0.2
GS 1-6	33	0.8
GS 7-12	889	20.3
GS 13-15	3,205	73.3
SES	202	4.6
Senior Leader (SL) or Scientific or Professional (ST)	30	0.7
Other	8	0.2
Total	4,375	100

82. How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	12	0.3
1 to 3 years	144	3.3
4 to 5 years	216	4.9
6 to 10 years	509	11.6
11 to 14 years	238	5.4
15 to 20 years	936	21.4
More than 20 years	2,320	53.0
Total	4,375	100

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83. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	32	0.7
1 to 3 years	311	7.1
4 to 5 years	287	6.6
6 to 10 years	607	13.9
11 to 20 years	1,281	29.3
More than 20 years	1,857	42.4
Total	4,375	100

84. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	3,278	74.9
Yes, to retire	257	5.9
Yes, to take another job within the Federal Government	519	11.9
Yes, to take another job outside the Federal Government	126	2.9
Yes, other	195	4.5
Total	4,375	100

85. I am planning to retire:

	N	%
Within one year	166	3.8
Between one and three years	474	10.8
Between three and five years	530	12.1
Five or more years	3,205	73.3
Total	4,375	100

* AES prescribed items.

Percentages for demographic items are not weighted.